

**Faculty Senate Meeting  
Minutes  
September 27, 2021**

Please email corrections to [Faculty.Senate@nau.edu](mailto:Faculty.Senate@nau.edu).

**1. Call to order/Acceptance of Agenda and Minutes—Kate Ellis**

Faculty Senate President Kate Ellis called the meeting to order over Zoom at 3:02 pm.

Agenda accepted.

Minutes accepted for May, June, and August meetings.

- **Those present:** Kate Ellis, Karen Renner, Bruce Fox, Mohamed Mohamed, Jessie K. Finch, Provost Karen Pugliesi, John Georgas, Astrid Klocke, Elizabeth Berney, Jane Marks, Chrissina Burke, Juliana Suby, Emily Manone, Don Carter, Rosie Cordova, Joshua Emery, Yvonne Luna, Mary Gemma O'Donnell, Tarang Jain, Susan Purrington (A. Divine), and Jaime Yazzie
- **Those also present (electronically):** Alexandra Carpino, Amy Rushall, Andy Wang, Angie Hodge, Blue Brazelton, Caroline Black, Catrin Edgeley, Christopher Scherpereel, Cindy Skelly-Wholschlager, Claudia Sturgis, Corrine J Gordon, Cynthia Ivy, Donna Simon, Emi Isaki, Gioia Woods, Ian Wischmeier, Jeff Berglund, Jennifer Duis, Jermaine Martinez, Jill Navran, Joy D'Angelo, Judith Winfield, Kara Attrep, Karen A. Sealander, Laura Blank, Laurie Dickson, Lisa Bliss, Lisa Tichavsky, Luke Maring, Marianne Nielsen, Marjeh Gilpatrick, Mary Towle Harmon, Melinda Trembl, Meredith Heller, Monica Brown, Paul Bakke, Rebecca Rinsema, Richard McNeil, Rodrigo De Toledo, Samantha Clifford, Sibylle Gruber, T S Amer, Bill Johnson
- **Those absent:** Eck Doerry, Pete Fulé, Ed Smaglik, Jon Lee, Ruth Whisler, and Grace Okoli

**2. Faculty Senate President's Report—Kate Ellis**

- FS President updated the senate on previous Academic Leadership Collaborative (ALC), upcoming ABOR/AFC and General Faculty meetings as well as faculty senate business.
- ABOR meeting will be hybrid with very limited in-person attendance.
- Over 60 faculty volunteered for Roadmapping subcommittees.
- At ALC, there was a focus on staff across units. We had an open discussion of the ongoing frustrations with the service teams. One point made was that the goal to provide standardization may have resulted in a process that does not meet the needs of all units.
- At NAU Statewide and Online retreat, FS President met with Gayla Stoner and Laura Bounds and presented on shared governance and engaging more with statewide and online faculty at a voluntary special senate meeting on Monday, October 4.
- General Faculty Meeting on November 15. Two topics: one-hour discussion with President regarding shared governance and the second hour to discuss the Teaching Stream proposal.
- Bylaws committee charged with reviewing current committees and councils to determine if they match our needs.
- Reminder that senators represent colleges, not units, and that all senators are expected to participate on a senate-sponsored committee.

**3. NAU President's Report—Provost José Luis Cruz Rivera**

- President Cruz Rivera thanks everyone who volunteered to be part of the Strategic Roadmap committees. We will be communicating the first draft of goals and objectives and the process for revisions.
- **Questions/Comments:** *College football games have had packed attendance, and there seems to be an inconsistency in terms of masking policies that might encourage student noncompliance in the classroom.* To date, the COVID situation is being managed well. When the decision was made across three universities, we had to also take into consideration the legal and political context. Since football games are not considered essential academic endeavor, the decision was made to not require masks. *Court has ruled against the mandate—what is your plan?* More to come as things evolve. *Where do you stand on the debate over the focus of NAU going forward, as a research versus teaching/community engagement?* President was tasked to differentiate NAU from other institutions. I don't see research and teaching as conflicting with each other, though I acknowledge that there will need to be a recalibration in order to make sure that our resources align with the teacher-scholar model. *Do you have any comments about hiring/staffing season?* Once we determine the resources available, the process will allow us to ensure that we are meeting our most pressing needs—making sure that students have the classes they need.

#### 4. NAU Provost's Report—Provost Karen Pugliesi

- Provost Pugliesi extended thanks to folks who worked on Liberal Studies proposal. There will be a discussion about administration requirements. Students admitted with single deficiency have lower retention rates.
- Provost Pugliesi presented on Part-time faculty policy changes, which directly impact departments.
  - Collapsing four-tier model to a two-tier model
  - Providing an increase of baseline per-credit pay rates
  - Creating a market-rate exception pathway
  - Creating an instructional needs exception pathway
- Teaching Stream proposal: We are creating a 45-day task force that will study the proposal.
- Academic Calendar is also being reviewed.
- We have four 45-day Task Forces: Faculty Hiring, Faculty Workload, Statewide Services, and Course Modalities.
- Provost reports we have made a request to increase the number of multi-year appointments from 15% to 40%, and we expect that to be approved.
- In terms of faculty hiring, we will be requesting a list of TT faculty hire requests from deans by mid-October to start Fall 2022. We will have a special dean's council in late October during which we will share all of the requests. We have had great pools from late searches. We will seek faculty who have potential to be excellent teachers, "successful" in research, and make substantial contributions to diversity and equity.
- Enrollment projections will be made available in December so that deans can figure out how to staff appropriately based on those numbers.
- **Questions/Comments:** *In Personalized Learning, faculty receive a flat hourly fee. Will that apply to them?* We will make sure that those faculty are addressed. *Have you considered making cluster hires of NTT that expressed desire in applying?* With the teaching stream proposal, there are some things we're trying to move forward with but the conversion question is more complicated. We're haven't delved into this issue deeply but we plan to address.

## 5. Faculty Ombuds Annual Report--Monica Brown

Monica Brown presented an introduction to the Ombuds Program, the services provided, and the Four Operating Principles that include Independence, Neutrality and Impartiality, Confidentiality, and Informality

- Contact information: Monica Brown, [ombuds.office@nau.edu](mailto:ombuds.office@nau.edu), (928)523-8767
- *Questions/Comments:* At what point do trends in faculty issues become university-wide issue?

## 6. General Studies—Jeff Berglund, Melinda Treml, Yvonne Luna

- Jeff Berglund, Melinda Treml, and Yvonne Luna provided a recorded presentation before the FS meeting. The recording is available on FS Bblearn Shell. Melinda Treml highlighted three slides from the presentation (available on the FS BBLearn Shell).
- The Feasibility Study found these capacity shortfalls
  - American Institutions: need to double capacity (3,500 seats);
  - Indigenous Peoples: need 6,100 seats;
  - Intersectional Identities: need to double capacity (3,600 seats);
  - US Ethnic Diversity: need 1,000 seats.
- CACC proposed implementation plan is to address these findings and build course capacity. The key factors of implementation are Faculty Design of Course Proposals; Committee Review of Course Proposals; Degree Program Impact Analysis, Resource Model/Metrics, Student-Facing Support, Technical Support.
- In the upcoming months, they'll focus on providing direction to colleges and academic units.
- **A motion was made for Faculty Senate to support the phased/implementation plan, which responds to feedback. Motion approved with 24 in favor, 0 objections and 1 abstention.**

## 7. Council and Committee Reports

- **NTT Council—Jessie Finch:** First meeting on Monday and notes will be posted shortly on Faculty Matters in the Senate Bblearn shell. Another round of NTT Spotlight will be coming. Reminder that all council meetings are open but are not intended to be full NTT faculty meetings. We will also be taking the second hour of Nov. 15 Faculty Senate meeting to discuss Teaching Stream. Contact: [jessie.finch@nau.edu](mailto:jessie.finch@nau.edu) and [jessie.k.finch@gmail.com](mailto:jessie.k.finch@gmail.com). Next meeting is Monday, October 4, 3-4 pm.
- **Council on Learning—Chrissina Burke:** Council met on Sept. 15. Discussed how to define and quantify types of professional development. Next meeting again on Oct. 11.
- **Council on Bylaws—Alexandra Carpino:** In addition to Senate President's charges, council is checking on bylaws and website.

## 8. LMS Process—Don Carter and John Georgas

- Don Carter and John Georgas are looking to engage faculty in the criteria used to assess next LMS system. Choices are Blackboard Ultra (a different version of NAU's LMS), Design to Learn Brightspace (UA), and Canvas (ASU), all of which are being used at other campuses. . Eventually, faculty will be able to try out the different systems in a sandbox environment. More info is available at: <https://in.nau.edu/academic-affairs/lms-transition/>.
- **Questions/Comments:** *How will students be involved?* We are working with ASNAU and will have sandbox environments for students to try out. Piloting the LMS systems in

actual classes isn't possible as it puts strain on those students who are working in multiple environments. Focus groups may be necessary. *Is the schedule available for the college townhalls?* Schedule will be placed on website (<https://in.nau.edu/academic-affairs/lms-transition/>). Disability Resources is also working on the accessibility thread. *How are the assessment criteria being developed, and how is user experience data going to be used?* Draft criteria were developed by the leadership group based on what other people have done, and this step now involves us. Provost makes the ultimate decision. *Can you migrate things from BbLearn?* We are testing out this possibility on the different systems and will engage a group to do so.

**9. New Business and Adjourn**

There being no further business, the meeting was adjourned at **5:06 pm**.